



## Senate

General Assembly

**File No. 568**

*January Session, 2007*

Senate Resolution No. 47

*Senate, April 24, 2007*

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES FOR THE UNIVERSITY OF CONNECTICUT AND THE UNIVERSITY OF CONNECTICUT - AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS.**

Resolved by the Senate:

- 1 That the collective bargaining agreement between the Board of
- 2 Trustees for The University of Connecticut and The University of
- 3 Connecticut - American Association of University Professors, effective
- 4 July 1, 2007, to June 30, 2011, inclusive, signed by the parties March 21,
- 5 2007, and submitted to this assembly March 26, 2007, for approval, as
- 6 provided in subsection (b) of section 5-278 of the general statutes, is
- 7 approved.

**APP**      *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

### **OFA Fiscal Note**

#### **State Impact:**

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
University of Connecticut	All Funds - Cost	6,018,597	13,309,005
	GF - Cost	4,944,315	10,933,431

Note: GF=General Fund

#### **The Out Years**

#### **State Impact:**

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
University of Connecticut	All Funds - Cost	20,666,414	28,685,254	30,236,712
	GF - Cost	16,977,589	23,565,116	24,839,648

Note: GF=General Fund

**Municipal Impact:** None

#### **Explanation**

This collective bargaining agreement for the University of Connecticut Professors' bargaining unit is submitted for approval for the four-year period July 1, 2007 through June 30, 2011. Costs shown above are for the 1,493 all funds full-time equivalents covered by this contract, including approximately 1,158 General Fund full-time equivalents. Cost details are attached.

Increases associated with this agreement are generally in line with increases in negotiated agreements and arbitrated awards for other bargaining units for the same time period. The Appropriations Committee Budget for the 2007-2009 Biennium (sHB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this agreement.

## Cost Estimate of Agreement

### All Funds

University of Connecticut Professors' Bargaining Unit

Agency Affected: University of Connecticut

Term of Contract: Four years, July 1, 2007 through June 30, 2011

Number of Full-Time Equivalents Affected by Contract:

1,158 General Fund

335 Other Funds

**1,493 Total**

### Average Full-Time Salary Data:

#### Percent Increase (Cash Basis)

			General Wage Increase[1]	Merit Pool	Provost Pool
	Salary	Total			
Prior to Contract	\$87,521				
1st Year of Contract (FY 08)	91,192	4.19%	2.30%	1.73%	0.16%
2nd Year of Contract (FY 09)	95,009	4.19%	2.30%	1.73%	0.16%
3rd Year of Contract (FY 10)	98,805	4.00%	2.20%	1.65%	0.15%
4th Year of Contract (FY 11)	102,754	4.00%	2.20%	1.65%	0.15%

#### Percent Increase (Annualized Basis)

			General Wage Increase[1]	Merit Pool	Provost Pool
	Salary	Total			
Prior to Contract	\$87,521				
1st Year of Contract (FY 08)	91,859	4.96%	2.72%	2.05%	0.19%
2nd Year of Contract (FY 09)	96,414	4.96%	2.72%	2.05%	0.19%
3rd Year of Contract (FY 10)	101,196	4.96%	2.72%	2.05%	0.19%
4th Year of Contract (FY 11)	106,216	4.96%	2.72%	2.05%	0.19%

[1] This includes the general wage increase and flat dollar amount. If the Consumer Price Index increases above 2.74%, the general wage increase may be adjusted up to 3% (includes flat dollar amount, based on salary base that does not include longevity). In such a case, the Merit Pool may be adjusted so that the total increase (not including longevity) does not exceed 4.8%, given that the Merit Pool shall not be less than 1.8%. Thus, no net cost impact would result from such an

adjustment.

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 Years)
Salaries[1]	\$130,647,400	\$158,554,238	21.4%
Fringe Benefits[2]			
Current Items	\$ 39,594,529	\$ 44,344,273	
Negotiated Improvements		195,000	
Total Fringe Benefits	\$ 39,594,529	\$ 44,539,273	12.5%
<b>Total</b>	<b>\$170,241,929</b>	<b>\$203,093,512</b>	<b>19.3%</b>

4.5% average per year (compounded)

[1] Salaries include base salary, longevity payments, Merit Pool and Provost Pool.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, group disability, professional development, child care pool, and tuition reimbursement.

## Detail of Cost Estimates

### All Funds

Contract Items	FY 11				
	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1][2]	Annualized[1]
<b>First Year (FY 08)</b>					
2.09% General Wage Increase Effective 8/3/07 (22 pay periods)	\$ 2,294,988	\$ 2,712,258	\$ 2,712,258	\$ 2,712,258	\$ 2,712,258
2.06% Merit Pool Effective 8/3/07 (22 pay periods)	2,262,046	2,673,327	2,673,327	2,673,327	2,673,327
0.65% Flat Dollar Increase Effective 8/3/07 (22 pay periods)	713,752	843,525	843,525	843,525	843,525
0.19% Provost Pool	208,635	246,569	246,569	246,569	246,569
Increase Professional Development from \$400,000 to \$500,000	100,000	100,000	100,000	100,000	100,000
Increase Child Care Pool from \$60,000 to \$80,000	20,000	20,000	20,000	20,000	20,000
<b>Total First Year</b>	<b>\$ 5,599,421</b>	<b>\$ 6,595,679</b>	<b>\$ 6,595,679</b>	<b>\$ 6,595,679</b>	<b>\$ 6,595,679</b>
<b>Second Year (FY 09)</b>					
2.09% General Wage Increase Effective 8/1/08 (22 pay periods)		\$ 2,409,508	\$ 2,847,600	\$ 2,847,600	\$ 2,847,600
2.06% Merit Pool Effective 8/1/08 (22 pay periods)		2,374,922	2,806,726	2,806,726	2,806,726
0.65% Flat Dollar Increase Effective 8/1/08 (22 pay periods)		749,368	885,617	885,617	885,617
0.19% Provost Pool		219,046	258,873	258,873	258,873
Increase Professional Development from \$500,000 to \$525,000		25,000	25,000	25,000	25,000
<b>Total Second Year</b>		<b>\$ 5,777,844</b>	<b>\$ 6,823,816</b>	<b>\$ 6,823,816</b>	<b>\$ 6,823,816</b>
<b>Third Year (FY 10)</b>					
2.09% General Wage Increase Effective 8/14/09 (21 pay periods)			\$ 2,414,754	\$ 2,989,695	\$ 2,989,695
2.06% Merit Pool Effective 8/14/09 (21 pay periods)			2,380,092	2,946,781	2,946,781

Contract Items	FY 11				
	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1][2]	Annualized[1]
0.65% Flat Dollar Increase Effective 8/14/09 (21 pay periods)			751,000	929,810	929,810
0.19% Provost Pool			219,523	271,790	271,790
Increase Professional Development from \$525,000 to \$550,000			25,000	25,000	25,000
<b>Total Third Year</b>			<b>\$ 5,790,370</b>	<b>\$ 7,163,077</b>	<b>\$ 7,163,077</b>
<b>Fourth Year (FY 11)</b>					
2.09% General Wage Increase Effective 8/13/10 (21 pay periods)				\$ 2,535,250	\$ 3,138,881
2.06% Merit Pool Effective 8/13/10 (21 pay periods)				2,498,859	3,093,826
0.65% Flat Dollar Increase Effective 8/13/10 (21 pay periods)				788,475	976,207
0.19% Provost Pool				230,477	285,353
Increase Professional Development from \$550,000 to \$575,000				25,000	25,000
<b>Total Fourth Year</b>				<b>\$ 6,078,062</b>	<b>\$ 7,519,267</b>
<b>Total Contract Items</b>	<b>\$ 5,599,421</b>	<b>\$ 12,373,523</b>	<b>\$ 19,209,865</b>	<b>\$ 26,660,633</b>	<b>\$ 28,101,838</b>
Social Security Costs	419,176	935,482	1,456,550	2,024,621	2,134,873
<b>Total Cost of Contract</b>	<b>\$ 6,018,597</b>	<b>\$ 13,309,005</b>	<b>\$ 20,666,414</b>	<b>\$ 28,685,254</b>	<b>\$ 30,236,712</b>
<b>Estimated General Fund Costs</b>	<b>\$ 4,944,315</b>	<b>\$ 10,933,431</b>	<b>\$ 16,977,589</b>	<b>\$ 23,565,116</b>	<b>\$ 24,839,648</b>

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

[2] If the payment for the pay period of 6/3/10 - 6/16/10 is posted on the last day of the fiscal year instead of 7/1/10, there will be an additional cash cost in FY 11 equal to 1/26th of the FY 11 annualized cost for the general wage increase, base pay increases, merit pay, and

the Provost Pool.

Note:

If the Consumer Price Index increases above 2.74%, the general wage increase may be adjusted up to 3% (includes flat dollar amount, based on salary base that does not include longevity). In such a case, the Merit Pool may be adjusted so that the total increase (not including longevity) does not exceed 4.8%, given that the Merit Pool shall not be less than 1.8%. Thus, no net cost impact would result from such an adjustment.

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**OFA Bill Analysis****SR 47**

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**SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Appropriations Committee

Senate Favorable Report

Yea 8      Nay 1